EXMED
Health and Wellness Consultancy
Together to a healthier, happier, productive life.

PROGRAMME OUTLINE · ONE PAGE

Thabo ea Mosebetsi™

A twelve-month workplace wellness programme for Lesotho employers. It starts with a survey of your own workforce and ends with a report you can take to a board — or to a buyer's social-compliance auditor. Designed by a medical doctor, delivered in Sesotho and English, in twenty-minute slots that fit a shift.

Three packages

MOTHEO
Foundation

Baseline survey and report. Twelve monthly campaigns and twelve on-site sessions, each repeated per shift. Statutory HIV and AIDS policy plus an OSH policy. Champion network, referral triage line, one wellness day, annual report.

TSOELO-PELE
Progress

Adds twenty-four sessions, four policies, certified champions with refreshers, a counselling pool of one session per six employees a year, two manager workshops, two wellness days and quarterly dashboards.

BOPHELO
Thriving

Adds thirty-six sessions, six policies, a pool of one session per three employees, four manager workshops, a family day, executive wellbeing support and a buyer social-compliance evidence pack.

The wellness year — set against Lesotho's calendar, not a northern one

Jan	Money and the new year	**Feb**	Heart health and blood pressure	**Mar**	Women's health, and TB
Apr	Move more	**May**	Stress, workload and mental health	**Jun**	Men's health and asking for help
Jul	Alcohol, drugs and the family	**Aug**	Eating well on a budget, diabetes risk	**Sep**	HIV and TB: adherence and stigma
Oct	Mental health, cancer awareness	**Nov**	Gender-based violence, diabetes	**Dec**	HIV, safety and grief at year end

What you hold at month twelve

- **A re-survey** measured against your own baseline.
- **A complete policy set**, consulted on and in date, with the consultation records.
- **A trained champion network and supervisory layer** — capability you own, not a dependency on us.
- **An annual board report** carrying the full cost of the programme, including your internal cost.
- **On Bophelo, an audit-ready evidence pack** in the form a buyer's social-compliance auditor asks for.

How you will know whether it worked

- **Thirteen indicators** reported quarterly — reach, recall, support-line volume, pool use, referrals made and taken up, champion activity, policy and compliance status.
- **Absence, turnover and claims** reported from your own data, where you supply it. Where you do not, there is no business case at year end, and we say so at the outset.
- **We report what moved; we do not claim we caused it.** Any provider offering a causal number for one site over one year, with nothing to compare against, is selling you something that cannot be known.
- **Nothing individual reaches you.** Reporting has a floor of ten respondents in any cut.

Scope. EXMED delivers the non-clinical programme and coordinates the clinical layer. Biometric screening, HIV testing, medical surveillance, the statutory safety audit and psychiatric or psychological care are delivered by licensed partners that EXMED contracts, invoiced at cost with the coordination fee shown separately. **EXMED does not diagnose, test, prescribe or treat.**

Priced per employee per month on a twelve-month agreement; the rate falls as headcount rises, and a monthly minimum applies. Your band and the full terms are in the written proposal.

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